

SPRINGFIELD POLICE DEPARTMENT
HIRING FREEZE AND BUDGET CUT IMPACT

The on-going freeze of vacant positions will continue to negatively impact the Police Department because of the average historic rate of attrition of 2 to 2 ½ commissioned officers per month. Our ability to provide quality service declines each month which equates to longer response times and longer periods of time before cases are resolved and presented to the prosecutor. Another serious consequence of manpower shortages is the diminished safety of officers because of our inability to send back-up where required.

We have projected our resource shortages through August of 2010 which is attached to this report in the form of a table.

The Police Department has not added any additional sworn officers or non-sworn personnel since the Law Enforcement Public Safety tax was passed by the voters in November of 1997. Because of the increases in population and increased levels of crime and demand for service over the last 10 years, our work load analysis indicates that we should have added 40 or more officers to keep up with the increased demand. Instead, we have reduced our available number of officers by 36 as of June 15, 2009. We have also reduced the total number of support staff by four which slows all the processes that help officers do their jobs more efficiently. All of these positions are in the Records Section so timely dissemination of information to the public is impaired.

The proposed budget cuts, in addition to the hiring freeze, are as follows:

Capital Equipment \$230,500 - We were cut \$200,000 last year which meant no replacement patrol cars were purchased then and with the cuts this year we will not have money to replace the aging patrol car fleet again even though the majority of the fleet has 100,000 to 125,000 miles. Repair and maintenance costs are increasing and the cars are a potential safety risk for officers. We would typically replace at least 15-20 cars each year.

Consulting Budget \$15,768 - We will not have funds to conduct our annual citizen survey which is helpful in our strategic planning and goal setting process. We will have no funds for outside facilitators for strategic planning sessions and will not have consultants to assist with internal promotional processes.

Travel and Training \$10,032 - We will not have the funds to attend some of the valuable training that we have in the past.

Traffic Safety Alliance \$25,532 - This was the match provided by the City for a grant through the Missouri Highway Safety Department. It funded one full time contract person who was responsible for child seat education, motorcycle operator training and various other traffic safety education programs.

The freeze and cuts will continually have a negative impact on the community but will also continue to affect the morale of our employees, especially because of the freeze on cost of living increases and merit increases. This will further prevent us from effective recruiting as we will be the lowest paying agency of those we compete against for qualified applicants and we will continue to lose our valuable, experienced officers to other agencies.